

30 October 1979

Memorandum for the Record

Subject: Annual Leave Accumulation Benefits for Initial SIS Converttees

1. During the week of 22 October, it came to our attention that OPM had issued new guidance to civil service agencies on SES annual leave accumulation indicating that unlimited accumulation would apply only during periods of SES service and would be prorated for the year of entry into SES. This is contrary to information provided by Ms. Sally Greenberg, Associate Director, Executive Personnel & Management for OPM, in an interview in April/June 1979 issue of the Civil Service Journal. A query to OPM revealed that Ms. Greenberg subsequently had issued an informal memorandum (undated) stating that unlimited leave accumulation for charter SES members would not begin until July 13, 1979. This apparently reflected OPM interpretation of 5 CFR 630.301, which was sent out as FPM Bulletin 630-36 on September 12, 1979.

2. We were concerned about the possible effect of this interpretation on our SIS provision for leave accumulation, which per OGC was included by specifically invoking the DCI's special authorities. Our SIS leave accumulation differs from the SES provision in that we require all SIS members to "use or lose" at least 80 hours of annual leave each year and permit unlimited accumulation of additional annual leave. Our intention is to provide this benefit to new SIS members including the leave year they enter the SIS System.

STATINTL 3. I brought this matter informally to the attention of Mr. [REDACTED] of OGC on 25 October. He foresaw no problems in our proceeding with our leave accumulation policy for SIS, since our program is based on the DCI's special authorities rather than on the Civil Service Reform Act or OPM issuances to civil service agencies. He did refer the matter to Mr. [REDACTED] of OGC who had initially researched the proposed SIS leave accumulation provisions.

STATINTL 4. This morning [REDACTED] informally advised that he sees no legal problems in our intended implementation of SIS leave accumulation, ie, making these provisions (80-hour "use or lose" and unlimited accumulation of remainder) effective for the year in which an individual enters the SIS. He said he would advise us further only if OGC determines there are other legal problems, but does not anticipate any at this time.

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5. Based on the above view, we plan to proceed in implementing our leave accumulation provisions as outlined in the DDCI approved SIS Plan and in the SIS brochure.

[REDACTED]

STATINTL

Chief, SIS Support Staff

cc: D/Pers

OGC [REDACTED]

STATINTL

19 OCT 1979

MEMORANDUM FOR: Director of Technical Services


FROM: Harry E. Fitzwater  
Director of Personnel

SUBJECT: Senior Intelligence Service  
Membership Certificate

It is requested that your Office assist the Senior Intelligence Service Support Staff, Office of Personnel, in the development of an appropriate SIS membership certificate for presentation to SIS members converting from GS, SPS and EP status on 1 November 1979 and for those officers subsequently promoted to SIS status. This certificate will be submitted to the DDCI for final approval. Thank you for your cooperation.

Signed [REDACTED]

STATINTL

 Harry E. Fitzwater

Distribution:

O-Addsee

~~2~~-D/Pers

2-C/SIS SS

STATINTL

OP/SIS SS/[REDACTED]/jk(10-25-79)

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REMARKS

I handcarried a copy of this to [REDACTED], who has no problem with how we quoted him.  
 Agw

STATINTL

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